

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SANTA MONICA
AND
SANTA MONICA FIREFIGHTERS ASSOCIATION LOCAL 1109 IAFF**

This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and Santa Monica Firefighters Association Local 1109 IAFF ("1109"), to reflect the agreed-upon amendment to the Memorandum of Understanding, Contract No. 10545 (CCS) ("MOU") entered into by and between the City and 1109 for the term of July 1, 2017, through June 30, 2020. All other terms and conditions of the existing MOU shall remain in full force and effect. The amendment to the MOU is as follows:

2.07. Administrative Assignment Bonus

- A. An employee who is regularly assigned to an administrative (40-hour work week) position shall receive an administrative assignment bonus of 5% of base salary.
- B. The rank and file Fire Captain assigned to the 40-hour work week, as a Paramedic Coordinator, Training Captain, Vehicle Maintenance Captain or Administrative Captain shall receive a bonus of 12% of base salary. However, the Fire Captain is not entitled to receive a paramedic bonus. The employee assigned to the 40-hour work and assigned to the Mobile Stroke Unit shall receive a bonus of 12% of base salary. This 12% premium pay shall be reported to CalPERS as special compensation resulting from the Fire Staff Premium, as set forth in Section 571(a)(4) of the California Code of Regulations.
- C. The bonus provided for the Mobile Stroke Unit assignment specified in subsection B above is funded through a third party. In the event that the third party reduces or eliminates funding for the Mobile Stroke Unit, then the City and 1109 shall meet and confer regarding the continuance of the Mobile Strike Unit assignment. If the parties agree to continue the Mobile Strike Unit assignment with the reduced or eliminated funding, then the bonus of 12% of base salary shall be reduced commensurate with the third party's funding reduction or elimination. Under no circumstances shall the City be required to provide funding to maintain the bonus of 12% of base salary for the Firefighter-Paramedic assigned to the Mobile Stroke Unit, or any portion thereof, at levels previously funded by the third party.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter Agreement to be executed this _____ day of _____, 2020.

CITY OF SANTA MONICA
a municipal corporation

ATTEST:

DocuSigned by:

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DENISE ANDERSON-WARREN
City Clerk

DocuSigned by:

FEC6DBA8A0B3460...
By: LANE DILG
Interim City Manager

APPROVED AS TO FORM:

DocuSigned by:

ECB442B01A56432...
GEORGE CARDONA
Interim City Attorney

1109

DocuSigned by:

8A6C7380C600462...
By: DOMINCK BEI
1109 Representative